What is the gender pay gap and why are we calculating it?

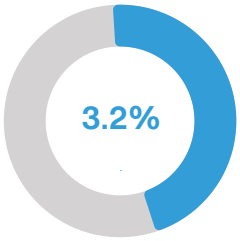
The UK Government announced by April 2018 private sector organisations with 250+ employees must report their gender pay gap (GPGR). The gender pay gap shows the differences between male and female employees pay.

This exercise was beneficial for Camlin, as it facilitated an in-depth review of key data, enabling us to work on bridging the gap, through our continued action plan.

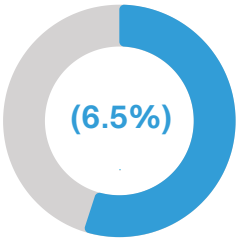
Camlin's Gender Pay Gap Results

The results below are as at 5 April 2025

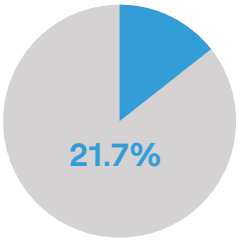
Mean Gender Pay Gap



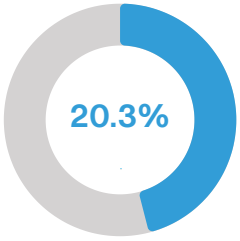
Median Gender Pay Gap



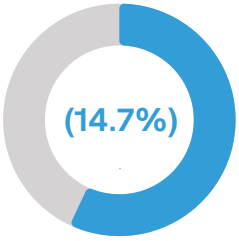
Proportion of Females



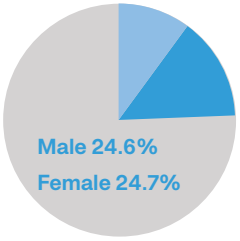
Bonus Mean Pay Gap



Bonus Median Pay Gap



Bonus Proportion



Why does Camlin have a pay gap?

The industry Camlin operates in requires highly skilled workers from a STEM background.

UNESCO's Global Education Monitoring report (2024), Technology on Her Terms confirms that women are currently underrepresented in the technological design and deployment processes globally: in 2022, women held less than 25% of science, engineering and information and communication technology jobs. Today, they represent only 26% of employees in data and artificial intelligence. Within the UK, in 2024, women now make up 29% of the STEM workforce, a gradual increase of 2% since 2020. This progress is attributed to targeted educational programs, mentorship initiatives, and corporate diversity policies.More work is still needed to encourage women to study STEM subjects, to transition into the workforce, and to become future leaders in STEM (STEM Women 2023). As an organisation, our overall proportion of females to males has seen a small increase from 20.4% to 20.7% in the year to April 2024. Since reporting last our mean GPG has reduced further from 1.6% to 0.6%. This continues the downward trend from 8.8% in 2022. This compares very favourably with the UK average of 14.3% (ONS, 2023). While there remains a higher proportion of males to females in senior positions, a quarter of our Senior Leadership Team (SLT) positions are held by females. We have seen a significant increase in the percentage of females in the upper quarter 17.5% to 21.6% to evidence females taking on more senior roles within the busines. The Mean Bonus Pay Gap of 55.1% is due to the majority of our direct sales team being males with the potential to earn commissions. We plan to continue our efforts in addressing any areas of concern in the coming year.

GPGR REPORT

How has Camlin Limited addressed this gender pay gap so far?

Camlin has continued to promote gender diversity through a range of targeted initiatives. The organisation regularly hosts STEM outreach events designed to encourage young women to pursue careers in science and technology, supported by the active involvement of Camlin engineers and scientists. Engagement with local schools and universities is a priority, helping to strengthen the pipeline of female talent entering STEM careers.

Since 2023 Camlin has welcomed 29 placement students and interns, with over half of these places (15) filled by female candidates. Of these, two female interns have successfully transitioned into full-time, permanent roles following graduation. The organisation has also delivered three cohorts of our Emerging Leaders Programme, with 44 participants to date, 25% of whom are female. In addition, Camlin has celebrated our female talent through very successful 'Camlin Women in the Spotlight' campaign on LinkedIn. The company has also revised and relaunched our bespoke Equality, Diversity & Inclusion (EDI) training for our UK workforce. These efforts are complemented by a supportive working environment that includes flexible working arrangements, opportunities for internal progression and enhanced maternity benefits."

Action to Take

Camlin will continue to build on this progress in the coming year. The organisation will proceed with the rollout of our update Equality, Diversity & Inclusion training across all jurisdictions. In parallel, remuneration practices will be reviewed on an ongoing basis to ensure alignment with the company's objective of reducing the Gender Pay Gap.

Declaration

We confirm that our data is accurate and has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Nuala McDonald,
Chief People Officer.



Lee Tumilty,
Chief Financial Officer.

GPG REPORT